

family, and encourages out-of-marriage births. They think it is degrading and demoralizing for welfare recipients who would prefer work. They think it is too bureaucratic and does not provide sufficient flexibility. They also think it has done little to reduce poverty. Welfare reform is one of the major issues before Congress this year, and several aspects of it are being examined.

#### THE FEDERAL ROLE

The current welfare system as most people think of it consists of Aid to Families with Dependent Children (AFDC), an entitlement under which cash benefits flow to all eligible individuals on the basis of need. The federal government pays from 50% to 80% of the cost depending on the state. In Indiana the federal share is about 63%. Reform proposals before Congress would provide that individuals are not automatically entitled to such assistance. States would be given a fixed amount of money—or block grant—that would no longer vary with the number of families needing assistance.

Shifting to block grants would give states more flexibility to develop innovative ways to deliver assistance. But there would be 50 state experiments in welfare with no systematic evaluation of the results. Furthermore, use of the block grant without requiring states to maintain their own effort would invite welfare cutbacks. States, always fearful of becoming a magnet for the disadvantaged, would likely end up competing to cut benefits and limit eligibility, and a "race to the bottom" could occur.

Several of the proposals would freeze federal funding for five years without adjusting for inflation or growth in the number of poor people. The theory is that block grants will achieve administrative savings, but studies show that 5% in such savings may be about the best that can be expected. If poverty in a state increases, it would have to bear the additional cost of serving more poor people. States already cut budgets in a recession because revenues fall.

Block grants are sometimes quite useful, but I think they make much less sense for programs for which the poor are eligible on an entitlement basis and the federal government shares some or all of the costs. I worry that using the block grants means that the poor would have to compete against other claimants—like teachers, road builders, and law enforcement—for scarce state dollars. The lack of clout of poor people was a principal reason why the welfare program was federalized in the first place—to assure a minimum level of protection for the voiceless poor who would lose out in political competition for limited funds at the state and local levels.

A key issue is whether assisting the poor is seen primarily as a national or state responsibility. There is a strong case for giving the states more flexibility in reforming welfare. But if the federal government uses block grants it gives up its role in helping the needy and easing regional economic disparities. Giving states more flexibility in running welfare programs can be done without necessarily converting them to block grants. For example, many states, including Indiana, have received exemptions from some federal requirements to allow them to experiment with improvements in welfare assistance.

#### ENCOURAGING WORK

An essential yet often elusive goal in welfare reform is to encourage work. Tools to increase work include financial incentives, education and training, and work requirements.

Financial incentives allow recipients to keep more of their welfare check after they go to work. Past attempts to reduce welfare

dependency through financial incentives have proved disappointing. Education and training produce positive results, but they are expensive. Much attention has to be paid to the quality of training provided and the availability of child care for welfare recipients moving into jobs. Many reform proposals require states to enroll 50% of all welfare parents—some three times the current proportion—in work programs, but these proposals provide no funding for the additional work slots. Likewise, if more welfare mothers are moved into work, more child care will be needed; but under some proposals child care funds from the federal government are cut below current levels.

#### TIME LIMIT

Most of the proposals favor time limits for welfare recipients. Today about one-third of the recipients stay on welfare for more than five years. They are usually a particularly disadvantaged group. The critical issue is, what happens to the recipients who lose all eligibility for welfare because of the time limits? Only about one-third of them are likely to be employed two years later.

#### PREVENTING DEPENDENCY

Everybody agrees that more effort should be devoted to preventing dependency on welfare. That means education and jobs have to be emphasized, especially for the unskilled. It also means that much more attention has to be paid to out-of-marriage childbirth and to the low levels of child support from fathers of children on welfare.

Early childbearing is a major factor in poverty and welfare dependency. Overall the teenage birth rate is now lower than it was 30 years ago, but the proportion of such births that occur outside of marriage has increased dramatically. Many welfare proposals today deny benefits to young unwed mothers or cap benefits to those who have additional children on welfare, but overall the evidence is not clear about the impact of these proposals. Some state experimentation may be in order.

Requiring more fathers to pay child support would almost certainly mean the number of poor individuals would drop and the number of families on welfare would also drop. Billions of dollars could be saved. The current proposals make the penalties for avoiding child support obligations tougher.

#### CONCLUSION

I am impressed that the issues in welfare reform are much more complex—and reform itself much more difficult—than the debate in Congress now recognizes. Congress is going to have to be more modest in what it can achieve in a single bill this year. The system is broken, but serious people have serious disagreements over precisely what needs to be fixed and how in the welfare system.

(Newsletter based on the Urban Institute Welfare Reform report.)

IN RECOGNITION OF WILMA HICKS OF MONTICELLO, DEPARTMENT PRESIDENT OF THE MISSISSIPPI LADIES' AUXILIARY TO THE VETERANS OF FOREIGN WARS FOR 1994-95

#### HON. MIKE PARKER

OF MISSISSIPPI

IN THE HOUSE OF REPRESENTATIVES

Wednesday, September 6, 1995

Mr. PARKER. Mr. Speaker, today I stand in the Halls of Congress to ask you to join me in honoring Wilma Hicks of Monticello, MS, de-

partment president of the year of our Ladies Auxiliary to the Veterans of foreign Wars in Mississippi.

Mrs. Hicks was honored recently as one of 11 runners-up among department presidents of the year at the National Presidents' Luncheon held in Phoenix, AZ, during the 82d National Convention of the Ladies Auxiliary to the Veterans of Foreign Wars. She is a member of Auxiliary No. 4889 and has held many positions of leadership in the auxiliary at the local, district and State levels. As a result of Mrs. Hicks' leadership to our State during her 1994-95 term of office, the State of Mississippi can report 8,110 members, \$31,985 in contributions for the Cancer Aid and Research Program, and at least 75 percent participation in all other auxiliary programs. Across the Nation, the auxiliary has raised more than \$3 million for the Auxiliary Cancer Aid and Research Fund for the seventh consecutive year and has volunteered more than 23 million hours in community service.

The Ladies Auxiliary to the Veterans of Foreign Wars is dedicated to serving our Nation through volunteer work in hospitals, through protecting veterans entitlements and by providing community service.

Mr. Speaker and my colleagues, I ask that you join me in paying tribute to Wilma Hicks. I also would ask that your share in this moment to express our collective appreciation to and esteem for the 765,283 auxiliary members across this great Nation. Ladies, we salute you for your willing sacrifices of your time and energy, your dedication to our fighting men and women and your devotion to America's veterans. Mrs. Hicks, you symbolize all that is good, true and steadfast in our society. We will always be grateful for your work and that of the Ladies Auxiliary of the Veterans of Foreign Wars. Thank you.

TRIBUTE TO CAL RIPKEN, JR.

#### HON. ROBERT L. EHRLICH, JR.

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Wednesday, September 6, 1995

Mr. EHRLICH. Mr. Speaker, a Member of Congress is often called upon to acknowledge the noteworthy achievements of his or her constituents. Today I have the unique privilege of recognizing a constituent whose achievement is the talk of the nation.

Tomorrow the quiet town of Aberdeen, MD will pay tribute to its favorite son—Cal Ripken, Jr. West Bel Air Avenue—the normally quiet street running through the heart of downtown Aberdeen—will become a focal point of national attention as the people who know Cal best come together to convey their collective affection for a man baseball fans across the Nation have begun to call the Iron Man. To the citizens of Aberdeen, Cal Ripken is—in the words of Roy Hobbs, the character played by Robert Redford in the movie *The Natural*—"the best there ever was."

Last night Cal Ripken played his 2,130th consecutive game as a Baltimore Oriole, tying a longstanding record originally set by the legendary Lou Gehrig. Today Cal will break that record—a feat once thought impossible, so much so that Lou Gehrig's Hall of Fame plaque at Cooperstown states that his record should stand for all time. It is both fitting and

appropriate that Cal Ripken is the only player to surpass the great Gehrig in this regard. He alone represents the qualities for which Lou Gehrig will always be remembered—sportsmanship, character, fair play, and sheer love of the game.

In order to appreciate fully the magnitude of Ripken's achievement, we must look at what else happened in baseball during Ripken's 13-year streak. Since May 30, 1982—the day the streak began—more than 3,600 players have gone on the disabled list. More than 500 players have played shortstop for other major league teams. Endurance, however, is only one aspect of Cal Ripken's success. He was Rookie of the Year in 1982; MVP in 1983 and 1991; and has played in 13 consecutive all star games. He has also hit more home runs than any shortstop in major league history.

Cal's greatest moments have come off the field. He is a tireless advocate for children's literacy programs and, along with his wife Kelly, has worked to broaden awareness of Graves' disease. He has shown an uncommon willingness to give back to the community which has so warmly embraced him. Cal is as much a most valuable person as he is a player.

When I think of Cal Ripken, Jr., I think of a quiet, unassuming man who takes precious time before and after every game to sign autographs, pose for pictures, or to chat with his fans—the way Babe Ruth, Lou Gehrig, and Jackie Robinson once did. I think of a man for whom contributing to the team—not rewriting the record books—is the primary motivation. I think of a man who tied one of baseball's greatest records on a Tuesday night and drove his daughter to her first day of school the following morning. At a time when many fans are disillusioned by the corporation of baseball, Cal's unvarnished passion for the sport evokes a time when baseball was what it was always meant to be—a game.

The people of Aberdeen are right to take such pride in their local hero. Cal Ripken shares their time-tested values—hard work, community, family. His success; he is of them as much as he is one of them. He personifies what is best about our national pastime. His graceful modesty reminds all of us that nice guys often do finish first.

My sincere congratulations go out to Cal Ripken, Jr., his wife Kelly and their two young children; his parents Cal, Sr. and Vi; and to the entire community of Aberdeen on this happy and historic occasion. May the streak continue long into the future.

#### TRIBUTE TO SADIE FEDDOES

#### HON. MAJOR R. OWENS

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, September 6, 1995*

Mr. OWENS. Mr. Speaker, Sadie Feddoes is a shining example of the kind of conscientious, dedicated-citizen leader worthy of being designated as a "Point of Light" to be held high as a model for all Americans. In her years of service to the least among us and her long abiding concern for the personal welfare, as well as the public achievement, of those around her, Sadie Feddoes has proven that she can walk with bankers and kings but never lose the common touch.

Sadie Feddoes is a vice president and community and government relations officer for

Citibank, where she has been employed for 40 years; a columnist for the New York Amsterdam News since 1972; past chairperson of the board of Bedford Stuyvesant Restoration Corp.; member of the board of directors of Bedford Stuyvesant Restoration Corp.; chairperson of the board of directors of the Billie Holiday Theatre; a member of the board of directors of Brooklyn Economic Development Corp.; a member of the board of directors of the Kings County Overall Economic Development Program Committee; and served on the 1984–85 New York Regional Panel of President Reagan's Commission on White House Fellowships.

She has worked on many community projects and is a member of several charitable and civic organizations. She is a past member of National Women in Communications and New York Women in Communications where she was recognized in 1984 as one of 60 outstanding members. Miss Feddoes was born in St. Vincent, West Indies and holds a bachelor's degree in business from Pace University.

Miss Feddoes has received many citations and awards including Outstanding Performance Award from Citibank in 1970 and is the recipient of awards from the Salvation Army; American Red Cross; the New York State Black and Puerto Rican Legislative Caucus; National Urban League; National Association of Negro Business and Professional Women's Clubs; National Council of Negro Women; Lions International; the National Conference of Christians and Jews; the Boy Scouts of America; Coalition of 100 Black Women; the Navy Yard Boys and Girls Club; Church Women United of Brooklyn; Congressman EDOLPHUS TOWNS; Senator Velmanette Montgomery; Assemblyman Clarence Norman Jr.; and from several churches and civic organizations. She was also a grand marshal for the West Indian-American Labor Day Parade, which attracts over a million persons annually and was the recipient of the Chairman's Award for Distinguished Service from the Congressional Black Caucus of the 102d Congress.

Miss Feddoes received a citation from Borough President Howard Golden on behalf of the People of Brooklyn when she celebrated her 25th year with Citibank and was recognized in the CONGRESSIONAL RECORD on the occasion of her 30th anniversary by Congressman EDOLPHUS TOWNS. Miss Feddoes was honored as the 1982 Woman of the Year by the board of managers of the Brooklyn Home for the Aged and also by the Brooklyn branch of the NAACP as its 1984 Woman of the Year for her outstanding leadership and dedicated work.

She has made several television appearances including guest spots on NBC-TV's "Today Show," "Black Pride" on WPIX-TV and was alternate guest panelist on the cable television show "Face the Women." She is listed in Black American Writers, Past and Present; Who's Who Among Black Americans; Who's Who of American Women; Who's Who in Finance and Industry; and in the British published Dictionary of International Biography.

It is quite fitting and proper that we salute Sadie Feddoes as a "Point of Light" for all Americans. In her career and for her community, Sadie Feddoes has always performed beyond the call of duty. It is our fervent hope

that the bright light of Sadie Feddoes will continue to shine for many decades to come.

#### CONGRATULATIONS CARMEN L. TORRES FOR 25 YEARS OF EXCELLENCE

SPEECH OF

#### HON. ROBERT A. UNDERWOOD

OF GUAM

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, September 6, 1995*

Mr. UNDERWOOD. Mr. Speaker, I rise to pay tribute to Carmen Lizama Torres, a Guam Department of Public Health and Social Services [DPH&SS] nurse practitioner who is retiring on September 29, 1995, after nearly a quarter of a century of dedicated, unselfish, and untiring service to the people of Guam.

The seventh child in a sibship of 13, Mrs. Torres was born and raised in Saipan in the Northern Marianas Islands. Her career as a health care provider started on her home island when she began after completing a course in practical nursing at the Saipan Civilian Hospital and working there as a practical nurse. In the early sixties, she moved to Guam and settled in Malesso with her husband, Jose Torres.

In 1970, Mrs. Torres enrolled in the University of Guam's School of Nursing, and, after graduating with an associate of arts degree in nursing, she began her public health nursing career when she was appointed a public health nurse and assigned to the public health clinics in Asan, Piti, Santa Rita, and Hagat as a staff nurse. After 4 years in that capacity, she was appointed public health nurse supervisor of the Southern Region Health Center which serves the villages of Talofofo, Inalahan, Malesso, and Humatac.

In 1979, the World Health Organization [WHO] awarded Mrs. Torres a fellowship to study obstetrics and gynecology as a women's health nurse practitioner student at Harbor-UCLA Hospital in Torrance, CA; she had the distinction of being the first Guam nurse to become nurse practitioner and is certified to practice that profession in California and Guam.

After successfully completing the nurse practitioner course at Harbor-UCLA Hospital, Mrs. Torres returned to Guam and to public health where she became an invaluable addition to the women's health care clinics by providing vital clinical services including prenatal care, family planning, cancer screening, and management of sexually transmitted diseases in women. In addition to her duties as a nurse practitioner, Mrs. Torres was supervisor and manager of the Central Region Health Center Clinic for the past 2 years.

An active member of American Nurses Association and the Guam Nurse Association [GNA], Mrs. Torres was named the Outstanding Employee of DPH&SS in 1981 and 1984. In 1994, she received the GNA Presidential Commendation Award for outstanding voluntary and dedicated service to the nursing profession and organization. She was also twice nominated for the GNA Nurse of the Year Award.

Mrs. Torres still resides in Malesso with her husband of 34 years. The couple have two children and three grandchildren.